

**Memorandum of the Meeting
Regular Study Session
Twenty-Sixth Town Council of Highland
Monday, April 07, 2008**

The regular study session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting room on Monday, April 07, 2008 at the regular time of 7:00 o'clock p.m.

Silent Roll Call: Bernie Zemen, Mark A. Herak, Dan Vassar, Brian Novak, and Konnie Kuiper, were present. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings. A quorum was attained.

Also present:

Ed Dabrowski of the Park and Recreation Board was also present.

Leigh Morris, Executive Director
Indiana Toll Road
Chairman of the Regional Development Authority

General Substance of Matters Discussed

1. Mr. Leigh Morris, Executive Director of the Indiana Toll Road and Chairman of the Regional Development Authority (RDA) made a PowerPoint© assisted presentation to the Town Council to offer a brief overview of the Indiana Toll Road, major moves proceeds, and activity of the Regional Development Authority.

Mr. Morris reported that the Indiana Toll Road Concession Company is the operator of the Toll Road in consequence of the lease initiated by the Governor and authorized by the Indiana General Assembly. He noted that the electronic tolling was now fully in operation for the entire length of the toll road. He further noted that for residents of toll road counties to be granted the 10 year "toll freeze" provided in state law, residents needed to obtain the I zoom transponder.

Mr. Morris also reported that the RDA is a seven-person panel, with representatives from Lake and Porter County. He noted that for any action to be authorized, a vote of five persons was required and it must include the chair. Mr. Morris reported that the RDA had already made 61 million dollars of regional investment.

The Town Council and Mr. Morris then had a series of colloquies regarding the metrics or benchmarks that the RDA may use to determine its investment objective. In addition, the colloquy included concerns about the value or viability of the Chicago-Gary Regional Airport and its prospects. Mr. Morris departed at 7:51 o'clock p.m.

2. The Town Council discussed briefly an inquiry from Richard Haskell regarding a concern he has regarding code enforcement for what he perceives to be ordinance violations issuing from a neighbor and some heavy equipment that is parked at the neighbors residence. Mr. Haskell had contacted the Clerk-Treasurer seeking an opportunity to speak to the Town Council about his concerns. It was noted that the Building Commissioner had indicated that he would contact Mr. Haskell to discuss his concerns.
3. The Clerk-Treasurer inquired of the Town Council and the Insurance Committee regarding the status of pending selection of group dental plans for the municipal workforce. It was noted that Guardian Associates, presented a proposal for renewal at an increase over the current premiums. It was further noted that United Health Care, the current underwriter of the group health insurance, proposed a group dental plan with premiums lower than the current premiums and that the discount proposed would be held for two years for the municipality. The Town Council discussed the competing merits and concerns about moving from Guardian to the United Health Care dental plan. It was suggested that both proposals be place on the agenda for a vote at the meeting of April 14, 2008.

The Town Council expressed its desire to that information be provided to the workforce regarding the possible change. It was noted that the dental plans were to be renewed on March 1.

4. The Clerk-Treasurer inquired of the Town Council on the status of the proposed renewal of the landscaping maintenance services contract with dawn Stombaugh doing business as Sunshine Gardening. It was noted that Sunshine Gardening may no longer be able to perform services. Councilor Vassar volunteered that he would approach Leeann Kerber, who had performed the landscaping work as an employee, to determine her interest and availability to perform this work if it became certain that Sunshine Gardening could not perform the work.
5. The Town Council discussed the possibility of scheduling an interview with a prospective candidate for the vacancy on the Town Board of Metropolitan Police Commissioner, perhaps to take place at the study session following the regular meeting on April 14, 2008.
6. The Town Council discussed the prospective merits of possibility regulating garage sales, perhaps requiring licenses for their operation, but particularly regulating the time, place and manner of certain signs promoting these sales. The Town Council determined that further policy discussion should include the participation of the Building Commissioner.
7. The Town Council discussed the draft agenda for the regular meeting of April 14, 2008.
 - (a) The discussion included the most recent iteration of the ordinance amendment to the Special Events Advisory Committee and the changes suggested from its action at its meeting of March 24, 2008.
 - (b) The discussion included discussed the Chief's request to modify the wage and salary ordinance to permit maintenance and special details to be performed by Highland firefighters at a rate equal to the pay rate established for firefighting and training. The discussion also included a brief review of elements of Chapter 50 which is the Fire Department Chapter in the Highland Municipal Code, and the issues related to making technical amendments to bring some provisions up to date and to make others consistent with current practices, particularly a move to eliminate language which limits training to 50 hours for each firefighter annually. Further the discussion included the issue of composite rates and overtime which occurs when full-time employees who are also town employees perform work that is not strictly firefighting, and is construed as not distinctive from the work the worker may perform for the municipality as an employee. In this case, the forty hours tolls for both jobs and if rates are different, a composite rate – an average of the two wage rates – is what must be used to pay the overtime premium, multiplied at 1.5 the composite rate for the hours of forty.

The Town Council discussed whether or not to prohibit hiring employees for whom the composite rate issue may ensue. This would mean prohibiting them from working the maintenance details. No formal instructions related to the composition of the draft ordinance were suggested.

8. The Town Council discussed the report that the Sewer Camera truck being inoperative and what steps were being taken to repair it.

There were no further discussions or any further matters before the Town Council. The regular study session of the Twenty-Sixth Town Council of Highland of **Monday, April 07, 2008** was adjourned at 9:05 o'clock p.m.

Michael W. Griffin, IAMC/CMC/CPFA
Clerk-Treasurer